systemic disparities - referring to a bundling of multi-dimensional disparities (outcomes related to income, education, employment, political power, criminal justice, health that differ between populations) derived from historic and present day systems (i.e. institutional racism) that create and enforce structural inequalities.

dominant culture - refers to the established language, religion, values, rituals, and social customs on which the society was built. Dominant culture has the most power, is widespread, and influential within a social entity, such as an organization, in which multiple cultures are present. An organization’s dominant culture is heavily influenced by the leadership and management standards and preferences of those at the top of the hierarchy. Dominant workplace cultures don’t embrace racial diversity beyond representation. They promote assimilation over integration, resulting in a missed opportunity to incorporate other cultures and to create a more inclusive, equitable environment. - Adapted from ProInspire (AWAKE to WOKE TO WORK)

community data - examples include census reports, school district reports on free and reduced lunch eligibility, community foundation or government agency reports. Each community may have multiple sources for demographics. It is rare to find data that includes the complexity and reliability needed, i.e. demographics reflecting differences by age, demographics reflecting intersectional identities, data not collected or related to protected status (i.e. sexual orientation, gender identity, disabilities).

underrepresented audiences - this is an intentionally relative term, relating to the specific populations of any specific community. Who is underrepresented in your audience relative to your community demographics? Asking this question should help identify potential audiences you could reach in your community who are experiencing real or perceived barriers to your program.

“not about us without us” - is a slogan associated most with the disability rights movement that says policies, decisions, assessments should not be decided without the participation of members of the group affected. It is a principle with universal application, meaning that a dominant culture group or individual is not qualified to make policy or assumptions about a marginalized group without significant representation.
Welcome - A welcoming environment feels safe. It is a space where people can find themselves represented and reflected, and where they understand that all people are treated with respect and dignity. This happens when services consider, and are equitable and accessible to all members of the community, including clients, staff, and volunteers. Service users and staff must be able to look around their physical environment and see positive and inclusive symbols, images, and artwork. Service users and staff must be able to hear positive and inclusive language and be comfortable using positive and inclusive language. Accessible and supportive processes are available that allow people to raise issues and concerns, and to feel that they have been acknowledged, and that there will be follow-up. " - Adapted from "Creating a Welcoming Environment"

Diversity - Diversity is often referred to as the extent which an organization has people from diverse backgrounds represented throughout. It is recognition of individual differences. These differences can be along the dimensions of race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, physical abilities, nationality, language, religious beliefs, and socioeconomic background and other areas of identity. (Carmen Morgan, ArtEquity, cited in the American for the Arts Statement on Cultural Equity)

Note: a person can’t “be diverse” only a group can. An individual may bring diversity to a team, but when we say they are a “diverse candidate,” for example, that is a euphemism for their identity (woman of color, part of the LGBTQ community, a person with a disability, etc.).

Inclusion Inclusion engages each individual and makes people feel valued and essential to the success of the organization. It authentically brings the perspectives and contributions of all people to the table, equitably distributed power, and incorporates their needs, assets and perspectives into the design and implementation of processes, policies, activities, and decision making. It’s a culture shift, a step in a longer journey toward anti-oppression, equity, and justice. (Adapted from Baltimore Racial Justice Action)

Equity - Equity recognizes that “equal resources, opportunities, and treatment” are not enough within oppressive systems that structurally benefit some and disenfranchise others. Equity gives people what they need to be successful vs. Equality treats everyone the same. Equitable practices address systemic obstacles not individual differences.
“Diversity is ‘count the people’. Inclusion is ‘the people count’. Equity is ‘the outcomes count.’” -Beth Zemsky

“Diversity is being asked to the party. Inclusion is being asked to dance.” -Verna Myers

Mutual benefits - Mutual benefits occur when both parties gain value and interests are served on both sides. For example, a community partner lacking program space and projection facilities may be interested in an engaging cinema event that serves their social or cultural mission including free or reduced tickets for special guests and low income invitees. A cinema looking to gain new audiences may need new connections and visibility within a community, new programming opportunities, and ticket revenue. A co-presentation relationship would create mutual benefit. Naming the mutual benefits may build trust and the foundation for a continuing relationship.

General Operating Budget - General Operating Budget refers to the annual expenses and income projected to accomplish an organization's mission agenda. Line items in the General Operating budget are regarded as essential and ongoing. In this case, we are distinguishing operating funds from "special project" funds, which may be occasional, reflecting a trend, often grant-dependent and not considered necessary or ongoing.

co-programming - co-programming goes beyond partnership or co-presentation to reflect a shared curatorial relationship in which institutional resources and program decision-making power are shared and valued, equally or equitably.

Equity-based partnerships - Equity-based partnerships recognize historical disparities in resources and power between partners and adapt systems, protocols, practices, and policies in response to partners' assets and needs.

Access Initiatives - Access initiatives identify and address barriers for underrepresented populations, including cost, transportation, accessibility, language, and unfamiliarity often due to perceived lack of invitation or welcome.

RELATED TERMS FOR REFERENCE

Ally - Ally is not a self-proclaimed identity. “Ally” cannot be a label that someone stamps onto you—or, god forbid, that you stamp on to yourself—so you can then go around claiming it as some kind of identity. It’s not an identity. It’s a practice. It’s an active thing that must be done
over and over again, in the largest and smallest ways, every day. (adapted from “No More Allies” by Mia McKenzie)

Allyship - Allyship is when an individual speaks out and advocates for a person or group that is often targeted and discriminated against. Allyship works to interrupt and end oppression by supporting and advocating for people who are stigmatized, discriminated against or treated unfairly either proactively, reactively, or both. (GLSEN)

Allyship is supposed to be about you doing the following things:

1. shutting up and listening
2. educating yourself
3. when it’s time to talk, not talking over the people you claim to be in solidarity with
4. accepting feedback/criticism about how your “allyship” is causing more harm than good without whitesplaining/mansplaining/whateversplaining
5. shutting up and listening some more
6. supporting groups, projects, orgs, etc. run by and for marginalized people so our voices get to be the loudest on the issues that effect us
7. not expecting marginalized people to provide emotional labor for you

(from “No More Allies” by Mia McKenzie)

Cultural appropriation - the act of taking or using things from a culture that is not your own, especially without showing that you understand or respect this culture and especially without consent and a two-way exchange. Also refers to a power dynamic in which members of a dominant culture take elements from a culture of people who have been systematically oppressed by that dominant group.

Stereotype - “The single story creates stereotypes, and the problem with stereotypes is not that they are untrue, but that they are incomplete. They make one story become the only story.”— Chimamanda Ngozi Adichie

Tokenism - Superficial, symbolic efforts to recruit or represent minority groups in a majority culture without adaptation or power sharing. Asking underrepresented individuals to speak only to their minority status rather than their full identity.
**Intersectional / Intersectionality** - Kimberlé Crenshaw uses the term "intersectionality" to describe the phenomenon of intersecting discrimination, i.e. racism, sexism, classism, ableism, religious discrimination, and so on. As she says, if you're standing in the path of multiple forms of exclusion, you're likely to get hit by both (all).

**White fragility** - an insulated experience of protection from and ignorance of race-based stress. White people are socialized to separate themselves from race issues and to see racism as individual acts that bad people do vs. systemic racism that white people participate in. White fragility is typically displayed by denial, defensiveness, minimization, emotional distress, dwelling in guilt, silence, distancing due to fatigue (privilege), staying within one’s comfort zone (segregation). White fragility often occurs in spite of a white person’s well-meaning intentions and understanding of oppression and upholds white supremacy. (Adapted from Robin DiAngelo)

**White supremacy** - White supremacy is defined as a system designed to set whiteness as the default for societal norms. This means in white-led and white-dominant organizations, whiteness is set as the standard for office behavior, workplace values, and the criteria used to discern merit. For professionals of color, this at minimum means a lack of career opportunities and advancement, high attrition rates, inability to make real change even when in leadership positions, lack of job fulfillment, depression, and stress. (Pollen)

The existence of racial power that denotes a system of structural or societal racism which privileges white people over others, regardless of the presence or the absence of racial hatred. White racial advantages occur at both a collective and an individual level, and both people of color and white people can perpetuate white dominant culture, resulting in the overall disenfranchisement of people of color in many aspects of society. (Conor Friedersdorf)

**Microagression** - The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. (Derald Wing Sue)

**Saviorism** - Savourism occurs when people who benefit from privilege try to ‘help’ those in underserved communities while failing to understand how their privilege may have a negative impact on those they are serving. Saviorism is fueled by existing structures of
privilege and established hierarchies relating to race, socioeconomic class, sex, gender and educational lines, and it reinforces oppressive power dynamics.

**Color-blind racism** - a contemporary racial ideology that holds the belief that people, institutions and policy makers should try to ignore race in order to claim a desire to treat all persons equally but having the effect of justifying contemporary racial oppression. Color-blindness uses a set of ideas, phrases, and stories to discount racial oppression. Furthermore, color-blindness plays on the myth that the social realities of race and racism have all but disappeared as a factor shaping the life chances of all Americans (BonillaSilva).

**Safe Space**
“A place where anyone can relax and be fully self-expressed, without fear of being made to feel uncomfortable, unwelcome or challenged on account of biological sex, race/ethnicity, sexual orientation, gender identity or expression, cultural background, age, or physical or mental ability; a place where the rules guard each person’s self-respect, dignity and feelings and strongly encourage everyone to respect others.”  
*Advocates for Youth*

**ADA** - The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else.

**Man/White/straight/etc.-‘splaining** - “Is to explain or comment on something in a condescending, overconfident, and often inaccurate or oversimplified manner, from the perspective of the group one identifies with, thereby clearly exhibiting their own bias.”  
*Jade Greear*

**Cultural Demographic Shift** - is what happens when large cultural segments of the population reach numbers sufficient enough to have a significant effect on what we do and how we act. Responding to the Cultural Demographic Shift means seeing people as individuals, then designing systems to make sure those individuals are included at every level (Glen Llopis)
Honor Native Land: A Guide to Acknowledgement
https://usdac.us/nativeland/

11 Terms You Should Know to Better Understand Structural Racism
https://www.aspeninstitute.org/blog-posts/structural-racism-definition/

Equality is Not Enough
https://everydayfeminism.com/2014/09/equality-is-not-enough/

Why Diversity Inclusion and Equity Matter

What’s the Difference Between Diversity, Inclusion, and Equity?

5 Reasons Diversity and Inclusion Fails
https://www.forbes.com/sites/glennllopis/2017/01/16/5-reasons-diversity-and-inclusion-fails/#2f55364150df

3 Reasons Why Diversity Does Not Solve for Inclusion
https://www.forbes.com/sites/glennllopis/2018/02/12/3-reasons-diversity-does-not-solve-for-inclusion/#6fc02f9940ad

Why I’m Done Talking About Diversity by Marlon James

Valuing Diversity vs. Moving Towards Inclusion (Source: Carmen Morgan and ArtEquity)
http://media.wix.com/ugd/413133_d648d96e0ec74ea6b87ae19723e7cc3d.pdf

Organizational Traps that Prevent Equity and Inclusion (Source: Carmen Morgan and ArtEquity)
http://media.wix.com/ugd/413133_3cb5154f514d4feca9b6858a3a682f2e.pdf

Language of Appeasement: Diversity and Inclusion vs. Equity and Social Justice
What is White Privilege, Really?
https://www.tolerance.org/magazine/fall-2018/what-is-white-privilege-really

The Origins of Privilege
https://www.newyorker.com/books/page-turner/the-origins-of-privilege

White Fragility by Robin DiAngelo
https://libjournal.uncg.edu/ijcp/article/viewFile/249/116

White Supremacy Culture by Tema Okun

11 Things Allies Need to Know
https://everydayfeminism.com/2013/11/things-allies-need-to-know/

6 Subtle Forms of Mansplaining that Women Encounter Each Day
https://www.bustle.com/articles/136319-6-subtle-forms-of-mansplaining-that-women-encounter-each-day

What Exactly is Cultural Appropriation? Here’s What You Need To Know.

What’s Wrong With Cultural Appropriation?
https://everydayfeminism.com/2015/06/cultural-appropriation-wrong/

TOOLS

Celebrating Diversity in Cinema: A Toolkit for Exhibitors Focused on Inclusion
https://www.inclusivecinema.org/

Racial Equity Action Plan Resource
https://www.racialequitytools.org/plan/action-plan

Best Practices for Diversity and Inclusion (Source: Carmen Morgan and ArtEquity)
Leading Inclusion as a Growth Strategy (Assessment Tool)
https://www.gllgassessments.com/cds/

AWAKE to WOKE to WORK: Building a Race Equity Culture
https://static1.squarespace.com/static/56b910cc56c971d5f98a/t/5ad3f3de1352f530132863c37/1524579817415/ProInspire-Equity-in-Center-publication.pdf

Racial Equity Tools

Diversity Toolkit: A Guide to Discussing Identity, Power and Privilege

Social Identity Wheel - handout / worksheet to understand one’s social location / identity

Examples of Equity-Based partnership (Inclusive Cinema Case studies)
https://www.inclusivecinema.org/case-studies/

20 ways majority-white nonprofits can build authentic partnerships with organizations led by communities of color (Nonprofit AF)

10 Steps We Took To Create the Americans for the Arts Statement on Cultural Equity
https://www.americansforthearts.org/about-americans-for-the-arts/statement-on-cultural-equity/10-steps-we-took-to-create-the-americans-for-the-arts-statement-on-cultural-equity

Confronting White Supremacy in the Workplace Syllabus
https://www.pollenmidwest.org/opportunities/confronting-white-supremacy-in-the-workplace-syllabus/

Guide to Challenging Islamophobia - CAIR
Building Transgender Friendly Venues  
http://filmhubwales.org/sites/default/files/resources/Mark%20Williams_Trans%20friendly%20venues.pdf

Being LGBTQ+ Friendly in Your Cinema  
https://www.inclusivecinema.org/how-to-guides/being-lgbtq-friendly-in-your-cinema/

GLSEN Safe Space Kit  
https://www.glsen.org/safespace

Arts Access Made Easy: Successful Strategies by the Kennedy Center  
https://www.kennedy-center.org/education/vsa/resources/arts_access_made_easy.pdf

Disability Access: A Good Practice Guide for the Arts  

VIDEOS

Francesca Ramsey Tackles Race and Culture (Videos/Web Series)  
https://www.youtube.com/user/chescaleigh

How to Overcome Our Biases: Walk Boldly Toward Them by Verna Myer (TED Talk)  
https://www.youtube.com/watch?v=uYyvbqINZkQ

Deconstructing White Privilege with Robin DiAngelo (Video)  
https://www.youtube.com/watch?v=h7mzj0cVL0Q

I Am Not Your Inspiration, Thank You Very Much by Stella Young (Video)  
https://www.youtube.com/watch?v=8K9Gg164Bsw

End the Awkward When Talking About Disability (Video)  
https://www.scope.org.uk/end-the-awkward

50 Shades of Gay by iO Tillet Wright (Video)
https://www.ted.com/talks/io_tillett_wright_fifty_shades_of_gay

What Does My Headscarf Mean To You? By Yassmin Abdel-Magied (Video)
https://www.ted.com/talks/yassmin_abdel_magied_what_does_my_headscarf_mean_to_you/discussion